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HRCI Senior Professional in Human Resources - International Sample Questions (Q142-Q147):

NEW QUESTION # 142

Which of the following is an example of an HR metric related to diversity and inclusion? a Response:

- A. Absenteeism rate
- B. Turnover rate
- C. Diversity index
- D. Cost per hire

Answer: C

NEW QUESTION # 143

For human resources departments, what is the first step in enterprise risk management?

- A. Insurance
- B. Audit
- C. Employee interviews
- D. Forecasting

Answer: B

Explanation:

For human resources departments, the first step in enterprise risk management is an audit.

Enterprise risk management is a systematic assessment of the potential dangers to an organization, as well as the creation of a strategy to mitigate these dangers. A human resources audit looks for areas in which the business is at risk, whether because of suboptimal working conditions or noncompliance with regulations. Employee interviews may be a part of the audit. The purchase of insurance may be one consequence of an audit. Forecasting may only occur after the completion of an audit.

NEW QUESTION # 144

Polygraph testing for employment falls under which of the following federal departments?

- A. Department of Justice
- B. USCIS
- C. Department of Labor
- D. Federal Trade Commission

Answer: C

Explanation:

While polygraph testing might have the goal of "justice" in mind, it actually falls under the Department of Labor. The Federal Trade Commission governs fair credit reviews, while the USCIS (or the United States Citizenship and Immigration Services) governs immigration laws. For employers, the Department of Justice is involved in privacy laws that apply to employees.

NEW QUESTION # 145

A company is planning to redesign its organizational structure. What is one of HR's responsibilities during this process?

- A. Lead a workforce committee on organizational change.
- B. Analyze organizational problems through structural diagnosis.
- C. Develop succession plans for all key positions.
- D. Develop the company's pay structure, and set pay rates for all positions.

Answer: B

Explanation:

During an organizational intervention, it is the role of HR to conduct a structural diagnosis, analyze problems the organization faces,

Which of the following statements about union

- A At least half of the employees must n

- Answer: C

Explanation:

Decertification does not prevent employees from
not always indicative of problems with the union

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